



EUROPEAN ASSOCIATION FOR
THE EDUCATION OF ADULTS

WORKPLAN

2023

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Preamble

EAEA is the voice of (non-formal) adult education in Europe. EAEA is a European NGO with 120 member organisations in 42 countries and represents more than 60 million learners Europe-wide.

EAEA's main objectives are:

- Policy advocacy for lifelong learning at a European level
- Provision of information and services for our members
- Development of practice through projects, publications and training
- International co-operation with other stakeholders in the field.

EAEA promotes adult learning and the widening of access and participation in formal and non-formal adult education for all, particularly for groups currently under-represented. The purposes of learning may be competence development for personal fulfilment and in employment related fields; for social change and active citizenship; for sustainable development and gender mainstreaming; for cultural and intercultural awareness and knowledge.

In the tradition of introducing of annual themes, the Executive Board therefore proposes the following theme for 2023: Adult Learning and the Green Transition.

In line with our priorities and by preparing the plans below we hope to fulfil our main tasks: to be the voice of (non-formal) adult education at the European level and to provide services for our members.

2 Introduction

Currently, Europe is confronted with multiple challenges and crisis:

- The war in Ukraine continues. Many of our colleagues in Ukraine provide support to their people in the war situation.
- Inflation and especially energy prices are having a strong effect on our members.
- Climate change and sustainability remain a key challenge for the world.

We are convinced that ALE has a major role to play in enabling Europeans to deal with these challenges. Based in this, EAEA will continue to advocate for and strengthen ALE in Europe – together with its members.

3 Influencing public policy

EAEA has been successful in establishing itself as a key stakeholder in education and training in Brussels. EAEA is invited to all the key events, working groups and conferences in the area of adult education and lifelong learning and is regularly asked to contribute and consult.

3.1 Advocacy

EAEA as a membership organisation can provide a discussion platform for exchanges between policy-makers on the one hand and adult education representatives, staff, providers and learners on the other. Therefore, our events that bring together these different groups provide the opportunity to influence policy from the bottom up.

Our main objectives are:

- Put and keep ALE high on the political agenda in Europe, while using our influence and networks to also promote ALE globally, nationally and regionally
- Strengthen civil society supporters and providers of adult education
- Provide capacity building
- Become stronger in stakeholder engagement
- Promote a comprehensive and holistic understanding of adult learning
- Promote quality and professionalization in adult education provision
- Maintain and strengthen the community of EAEA members
- Enable development and the transfer of innovation in adult learning across borders
- Find partners and supporters of adult education at all possible regional, national, and European levels
- Our members at the national, regional and local levels in advocacy for adult learning.

In the European Parliament, EAEA, together with Lifelong Learning Platform, continues the Interest Group on Lifelong Learning. EAEA also deals with the follow-up of CONFINTEA VII and the Marrakech Framework for Action. EAEA also continues its work in the two EC Working Groups on Adult Learning and Values.

These are the policy-related activities that EAEA will tackle in 2023:

- Sustainability and green transition
- Digital Transition
- Solidarity with our colleagues in Ukraine
- The European Year of Skills
- The mid-term review of the European Education Area
- The European Semester
- Upskilling Pathways
- New European Agenda for Adult Learning (NEAAL)
- Individual Learning Accounts
- Microcredentials
- Europass
- Quality in ALE
- Financing of ALE
- Improvements for Erasmus+, especially mobility of adult learners
- Participation in two Working Groups of the European Commission

3.2 European Year of Skills

In her State of the Union address in September, President of the European Commission Ursula von der Leyen proclaimed 2023 as the European Year of Skills. EAEA will advocate for a holistic understanding of skills, for the development of individuals, communities, and society. Work and life skills are closely entwined, so professional development, including basic, digital and green skills, but also personal skills that all citizens need in their daily lives, including life and transversal skills, and critical skills to strengthen sustainability, democracy, social inclusion and community development, belong to the European Year of Skills.

EAEA plans to organise a conference with ETF in May which will take place in the context of the European Year. EAEA is also considering an event after the summer, which will highlight our concept of skills and celebrate 70 years of EAEA at the same time.

3.3 Visibility

The voice of (non-formal) adult education needs to be present at meetings, conferences and working groups. We will therefore continue to give inputs at conferences, to lobby to be included in stakeholder meetings and other working groups and to raise the importance of adult education at a variety of meetings and get-togethers. EAEA continues to be recognised as a highly competent partner for adult learning.

3.4 Taking positions

In order to be recognised as a policy actor and interesting representative of a civil society sector, EAEA needs to take position, present opinions on policies, offer clear perspectives of strategies and produce convincing policy recommendations, which are based on the EAEA members' experiences. EAEA is also aiming to produce and gather evidence for policy proposals.

3.5 Representation

EAEA continues to represent ALE at the European and other levels as much as possible. EAEA also receives invites regularly (from the European Commission, but also other bodies like National Agencies, the EESC, CEDEFOP, OECD etc.) to represent non-formal adult education at conferences and workshops. The EAEA president, board and secretariat are therefore representing the voice of ALE in Europe and beyond. A good example are the working groups of the European Commission: President Uwe Gartenschlaeger represents EAEA in the WG on Values, and Secretary General Gina Ebner in the WG on adult learning.

In order to have a stronger and wider influence, it is necessary to be represented in different networks, fora and platforms at the European and global levels.

- Representation in the Lifelong Learning Platform
- Representation in the Social Platform
- Representation in CONCORD, the European NGO Confederation for Relief and Development

Other networks and associations, where EAEA is a member and represents adult learning and education, include the SDG Watch Europe, the Bridge 47 policy network, and the Eastern Partnership Civil Society Forum.

Increased advocacy and cooperation at the national and regional levels: EAEA is increasingly working with some member organisations at the national level in order to support their advocacy work. In the last few years, this happened through DG REFORM projects, in 2023, through a KA3 project (Partner UP). EAEA has had the opportunity to contribute to some key adult education and lifelong learning strategies in these countries. EAEA has also started working on the regional level through the REGALE project.

4 Country reports

EAEA will continue its **long-term strategy** that was launched in 2014, and will do another annual survey where our members give us feedback on important events, challenges and developments concerning adult education in their country.

The report will:

- Inform colleagues across Europe – but also policy makers at different levels – on what our members think about the main developments in adult education in your country
- Make it possible to compare the situation of adult education providers across Europe
- Propose ideas and good practices to colleagues and policy-makers across Europe

The reports have proven very useful in recognising trends in Europe or in European regions and in recognising the key challenges that adult education in general and our members in particular face.

We are grateful to the Finnish Ministry of Education and Culture, which has enabled us to move the reports online to the EAEA website.

5 Adult Learning and the Green Transition – Theme of the year 2023

The real, observable impact of climate change and environmental degradation is raising imminent and future threats not only to the economy as a whole, but also to communities, farmers and citizens. Those existential crises also directly affect the adult learning and education (ALE) sector, which can contribute to the betterment of those crises.

As shown by EAEA in its [Concept Paper on Adult Learning and the Green Transition](#), there is a strong correlation between sustainability issues and political participation: better-informed citizens not only engage more often at the personal level but also engage in collective climate action. The annual conference and the Grundtvig Award will be dedicated to this topic.

6 General Assembly 2023

The EAEA General Assembly will take place in Zagreb, Croatia, back to back with the Annual Conference and the Grundtvig Award Ceremony.

7 Internal Processes

Constitution changes

Due to a change in Belgian legislation, the constitution of the EAEA needs to be updated. This was already meant to happen last year, but due to delays in the solicitor's office, this will now take place in 2023. The constitution and the procedure were developed by said solicitor and are in line with Belgian law.

Membership review

The Executive Board planned to review and possibly adapt the membership structure. The aim is to achieve a more just structure. The review was meant to be done in two steps:

1. In 2022, the secretariat will ask all members to provide their up-to-date turnover numbers. The membership fees are based on the turnover of organisations and are decided then. As the numbers might have changed, it is necessary to have a realistic estimation of the current situation.
2. In 2023, the secretariat and board will propose a new membership structure and fee system, which will be discussed and then proposed to the 2023 GA.

As we were unable to achieve step 1 of the procedure to a level that would provide reliable figures, this will take place in 2023 and 2024.

Internal Restructuring

Due to successful project work, EAEA has grown to 10 people in the Brussels office. This means that more and better internal structures have become necessary. EAEA will develop and start implementing this over the course of 2023.

8 International Cooperation

EAEA will engage in regional civil society-led follow-up activities of CONFINTEA VII of the UNESCO to promote the implementation of the Marrakech Framework for Action in Europe. Furthermore, EAEA will promote the implementation of the Transforming Education process of the UNESCO in adult learning and education in Europe, especially the work stream on life skills. EAEA will also engage in the implementation process of the Declaration on Global Education to 2050.

EAEA will also continue to actively contribute to the work of the International Council for Adult Education (ICAE) and collaborate with its regional sister associations such as the American Association for Adult and Continuing Education (AAACE) and the Asia South Pacific Association for Basic and Adult Education (ASPBAE). Bernhard Grämiger is Vice-President for the European Region on the ICAE board, and EAEA's former President Per Paludan Hansen its treasurer.

Since 2015, EAEA has been an associate member of CONCORD Europe. As such, EAEA will continue to contribute to the inclusion of non-formal adult education in development. Furthermore, EAEA will continue to be active in the SDG Watch Europe for the implementation of the Sustainable Development Goals in Europe. In addition, EAEA will cooperate with the Bridge 47 network that promotes the implementation on SDG 4.7 on global citizenship education (GCE) in Europe and beyond.

9 Information and communication

Fortunately, the Finnish government through its Ministry of Education and Culture continues to support a staff member of EAEA. This position including the support of the Finnish government is situated at the Finnish organisation KVS (Kansanvalistusseura, The Finnish Lifelong Learning Foundation) in Helsinki. Sari Pohjola is the EAEA Communications Officer and supports the office in Brussels. EAEA is very grateful for the support of the Finnish ministry and KVS.

10 Lifelong Learning Platform (LLLP)

EAEA has been an active member of LLLP from the beginning. The current representative in the LLLP steering committee is Deputy Secretary General Raffaella Kihrer. The close cooperation between the two associations will continue. It brings together 42 members from different lifelong learning sectors.

LLLP provides useful papers, positions and events (e.g. the Lifelong Learning Week at the European Parliament) and represents the lifelong learning sector in a number of bodies. EAEA's secretariat contributes to the work of LLLP through participation in their working groups, especially those dedicated to Erasmus+ and the European Education Area. EAEA has always participated in Lifelong Learning Week, either with events of our own or by providing speakers to LLLP events. The Interest Group on Lifelong Learning is another shared activity of EAEA and LLLP.

11 Capacity building

In 2023, EAEA will continue to improve its capacity-building for members. As members have consistently asked for more policy updates, new webinars and online events are already planned to inform members about European and international policy initiatives and to provide a space for discussion. Some events, for example one bringing together non-EU members, will have specific target groups in mind for a more focused discussion. Recordings of all inputs will be made available to all members.

EAEA will organise its successful Younger Staff Training in September 2023. It will also offer the Executive Staff Training. EAEA is also offering an increased number of webinars that cover a wide range of topics. The Erasmus+ KA3 project REGALE provides new opportunities for capacity-building for adult learning stakeholders in Europe, in particular building bridges between adult learning providers and regional/local authorities.

12 Stakeholder Engagement

EAEA works closely with a wide range of stakeholders, in particular with European platforms of which EAEA is a member, i.e. Lifelong Learning Platform, the Social Platform, CONCORD, Eastern Partnership Civil Society Forum, and SDG Watch Europe. We also work with the European Basic Skills Network and the European Society for Research on the Education of Adults. On certain issues, we also cooperate with civil society and international organisations on mutually interesting topics. We also work with national ministries (through ministries, but also the EC working group on adult learning), as well as social partners, and, in some cases, regional bodies and partners in order to raise awareness but also promote improved ALE policies and initiatives at all levels.

In 2023, we aim to strengthen our outreach to public authorities that are working on the implementation of ALE and LLL policy strategies and initiatives, and to increase stakeholder commitment and cooperation with different partners. We will do that at the European level but also through our members working at the national and regional levels.

13 Working groups with members

In order to facilitate better cooperation with our members, EAEA has launched a number of working groups. These groups meet online and discuss key issues and challenges. The groups will agree on the outcomes, for example statement or background papers. We hope that the groups will increase the cooperation between members and between the EAEA secretariat, board and members. This way, we can also make the most of the capacities, knowledge and experience of our members, and build our understanding of the particular situation and approach of our members.

Currently, the following groups are taking place:

- Europe is more than the EU
- Financing of ALE
- Sustainability and green transition
- Quality of non-formal ALE

14 EPALE

EAEA continues its contract with EPALE as adult education experts in its Central Support Service. We provide blog posts, either written by the secretariat or someone in our network. We participate in meetings with the national support services (= the EPALE representatives in the different countries), we do podcasts and interviews. EAEA also helps prepare conferences and contribute to the overall strategy of EPALE. EAEA sees this as an additional opportunity to work with the adult education communities in Europe and to support cooperation between adult educators, institutions, countries and the European level.

15 Projects

EAEA has been successful in acquiring a number of larger projects as well as becoming partner in some larger projects.

15.1 Ongoing EAEA-led projects

Regional capacity building for adult learning and education (REGALE)

- 2021 – 2024 / ERASMUS+, KA3 AE Networks
- RegALE aims to set up or reinforce networks of adult education organisations and to create synergies with regional/local authorities in order to increase their impact and sustainability. This will be achieved by increasing the partners' capacity (and of their networks, stakeholders, partners and members at their level of action) to respond to their challenges, build cooperation structures, and promote an adult education culture in communities, cities and regions.
- www.regalenetwork.eu

Building Inclusive Lifelong learning systems by Developing a European Understanding of Bildung for the Next Generations (BILDUNG) - co-led by EAEA and DVV International

- 2020-2023/ Erasmus+ KA2
- The Bildung project contributes to innovation of the European adult education sector by adopting the holistic concept of 'Bildung' and exploring its political and practical potential for adult learning and education. The concept, rooted in the tradition of the enlightenment and the Nordic Folkbildning envisages an education, targeting all aspects of development of individuals, communities and societies, including e.g. ethical, emotional and scientific dimensions in a holistic manner.
- <https://eaea.org/project/bildung/>

SMALEi - Sustainability Matrix for ALE institutions

- 2022 – 2025
- Erasmus+ / KA2 Centralised

- The project aims to improve the sustainability of adult learning and education (ALE) providers and organisations all over Europe and increase their capacity to contribute to forward-looking (and sustainable) societal development.

Partner-Up – Forward Looking Projects

- 2023 – 2024
- Erasmus+ / Forward-looking
- The project aims to analyse and establish partnerships and cooperation mechanisms for the implementation of Upskilling Pathways.

AI4AL – KA2 centralised

- 2022 - 2024
- The project aims to upskill ALE trainers to the new operational context determined by the advent of Artificial Intelligence technologies so that they can improve assessment and self-assessment procedures for the basic digital skills of adult learners and better define personalized individual training.

15.2 Ongoing projects in which EAEA participates as a partner

15.2.1 Social Inclusion

Safe spAces For lEarning (SAFE)

- 2020 – 2023 / ERASMUS+
- The project improves and extends the provision of high quality learning opportunities for adults by designing a comprehensive guide for creating and maintaining safe spaces for learning.

Motivating Low-Skilled Adults in Accessing Upskilling Pathways to Increase Job Opportunities (MOTIV-ACTION)

- 2020-2023 / Erasmus+ KA2
- The project creates new career opportunities for unemployed adults by increasing and improving digital guidance services in Europe.
- www.motiv-action.eu

All Inclusive – Adult Education and Inclusion: new cooperative approaches (ALL IN)

- 2020-2023 / Erasmus+ KA2
- The project fosters inclusive adult education by analysing and transferring the success factors of the most inclusive adult education institutions to the other providers and organisations of the sector all over Europe.

- <https://eaea.org/our-work/projects/all-inclusive-adult-education-and-inclusion-new-cooperative-approaches-all-in/>

Smart against Ageism

- 2022 – 2024 / Erasmus+ KA2
- The overall objective of the project is to strengthen the competences of volunteers and staff of different professions in social and healthcare organisations, older adults themselves, and the broad public in becoming aware of the pervasiveness of ageism in all spheres of society.

15.2.2 Upskilling Pathways

MOVE UP – Forward Looking

- 2023 – 2024
- The MOVE-UP project intends to develop a flexible and quality upskilling pathway for low skilled unemployed or inactive mothers, offering the opportunity of assessing, validating and further developing their prior learning for facilitating their participation in training and in the labour market, by enhancing the competences they gain thanks to their role of parent. The focus of the prior learning is on the Personal, Social and Learning to learn competence (PSL) that they gained/are gaining thanks to their role of parent, thus by using and preliminarily valuing it as a driver for upskilling.

Guidance for Low-skilled Adults towards Skills Assessment and Validation (GLAS)

- 2020-2022 / Erasmus+ KA2
- The project aims to develop inclusive methodologies and guidelines for adult education practitioners for the assessment and validation of basic skills and guidance services.
- <https://eaea.org/our-work/projects/glas/>

15.2.3 Sustainability

LEVERS – Learning Ventures for Climate Justice

- 2023 – 2025 – HORIZON
- With the climate crisis lumbering towards us, future generations face never-before seen challenges, which are not only complicated but complex. Education needs to provide the scientific knowledge to engender engaged and informed societies, but also to equip learners with the holistic competences to support and motivate them to become courageous thinkers and doers, actively shaping their own futures. To achieve this, education as a whole must become more flexible and inclusive—and as was evident during the Covid-19 pandemic, educational systems can change rapidly when required to do so. To tackle the intersectional issues related to science and education, there is an urgent need for connected, system-wide responses that incorporate varied perspectives, that are empathetic to the needs of different stakeholders and that centre social justice and care. Climate justice is selected as the focus

for LEVERS, given the intersection of socio-scientific issues and the fact that it concerns all communities and stakeholders, making it an ideal topic to leverage engagement in science education, and to test the proof-of-concept of Learning Ventures.

ENGAGE4BIO

- 2022 – 2025 / Horizon
- The project will promote the understanding and intensified engagement in bio-based systems with fostering training and skills development

GreenerAge - Climate-change and environmental literacy for urban citizens 55+

- 2021 – 2024 / Erasmus+ KA2
- The GREENERAGE climate-change and environmental literacy for urban citizens 55+ project will promote environmental literacy and behaviour change, while also aiming at enhancing digital skills and competence development in the target group through the development of a digital gamification platform as a playful literacy tool.

15.2.4 Health

COPE - Culture on Prescription in Europe: Health promotion through cultural learning experiences

- 2022 – 2024 / Erasmus+ / KA2
- The main objective of the COPE project is to show that combining topics of culture and health promotion can create new paths in adult education and reduce loneliness and social exclusion among vulnerable population groups, such as older people living alone or people with mental health challenges.

15.2.5 Media Literacy

DisinfoEND - Developing critical thinking to counteract disinformation across Europe

- 2022-2024 / Erasmus+ / KA2
- The main objective of this project is to face this inequality and promote an inclusive society through the media alphabetization of digitally excluded groups.

15.3 Project Applications 2023

RALExILA	National Registries of Adult Education to support the deployment of Individual Learning Accounts experimentations	Erasmus+	EAEA	ILA support - National registries	Coordinator
PRISCILA	PRISCILA: Fostering Personal, Intercultural, Social and Citizenship Competences for Lifelong	Erasmus+	La Xixa (Spain)	Priscila, theatre, migrants learners	Partner

	Learning to Empower Migrant Adult Learners				
COTE	COMPétences pour une Transition écologique juste et Équitable / COMPetences for a just and Equitable green transition	Erasmus+	EAEA		Only partner
ENHANCE	ENH.A.N.CE ENHancing Adult learNers voiCEs	Erasmus+	EAEA	Learners voices	Coordinator
		CSO - Strengthening Global CSO Umbrella Organisations	ICAE		Co-applicant
	Advocacy for ALE and the twin transition	International programme of MOVETIA	SVEB	Capacity building of ALE staff for twin transition	Partner
Ageing-Well	Ageing-Well: Science based habits of people who age well	Erasmus+	e-seniors	elderly, adult educators and caregivers' personal and social competences	Partner
DPIAEO	Data Protection in Adult Education Organizations	Erasmus+	bit group	Data protection for and in ALE organisation	Partner
SUSTAIN-ABLE-YOU	Sustainability Capacities for Changemaking	Erasmus+	SUSTAINABLE WE	Sustainability, climate change	Partner

16 Finances

In 2023 the call for civil society cooperation, EAEA's operating grant, was finally organised as a framework contract call. EAEA therefore had to apply for the framework contract of 3 years and the year 2023 in particular. We are happy that both proposals have been approved. Further good news is that we will get 175.000 Euro per year. Unfortunately, the high inflation has reduced the increase considerably in real terms. EAEA also works for EPALE through a sub-contract. EAEA also receives a subsidy from the Belgian MARIBEL fund, which is a joint fund with the aim to foster employment in the socio-cultural sector.

The secretariat is supported by the accountant Dimitri Dupont, the external auditor Pierre Lerusse and the internal auditors Gerhard Bisovsky and Manel Romà.

We are very happy that the Finnish Ministry for Education, after a review in 2022, has decided to continue the support for the communication office of the EAEA in Helsinki (situated at KVS). We thank the ministry and our colleagues at KVS for this very important assistance.

17 Membership

In 2023, EAEA will continue the efforts to involve members in day-to-day content work in EAEA through their participation in EAEA thematic working groups.

The general satisfaction with EAEA work and services has stayed high, 96% of members who responded to the membership satisfaction survey in early 2023 describe themselves as "satisfied" or "very satisfied". Similarly to the previous years, the highest satisfaction rates were recorded for dissemination of adult education project information (86% of respondents satisfied or very satisfied) our information work about EU policy developments (90%), advocacy work (90%), and our cooperation with EU institutions and national and international NGO's (90%). Satisfaction rate related to the opportunity for exchange with peers has increased (87% compared to 81% in 2022).

EAEA members are involved in the activities of EAEA through News from Brussels, which concern European policy developments and are sent by the EAEA Secretary General, as well as the general newsletter and e-mails regarding topics of particular interest to the members (such as new calls or project partner searches within the network).

Members will continue to be invited to online discussions, especially those concerning policy issues, such as the European Year of Skills. A meeting, possibly face-to-face, will also be organised to bring together EAEA non-EU members.

18 Staff

Currently, the following staff members work for the EAEA:

Brussels:

- **Gina Ebner**, Secretary General (80%)
- **Raffaella Kihrer**, Deputy Secretary General and Head of Policy
- **Viola Pinzi** Head of Projects
- **Aleksandra Kozyra**, Head of Capacity-building
- **Matthias Jespers**, (until 14 February 2023) Operations Officer
- **Christin Cieslak**, Head of Programmes and Stakeholder Engagement
- **Tina Mavrič**, Project Coordinator
- **Davide Muraro**, Project and Policy Coordinator (80%)
- **Angeliki Giannakopoulou**, Project Coordinator

Helsinki (financed by the Finnish Ministry of Education and Culture):

- **Sari Pohjola**, Communications Officer

19 Meetings of the Executive Board

The meetings of the Executive Board are necessary for the decision-making of EAEA. In 2022 it was decided to organise two meetings per year via Zoom and the others in person. The in person meetings in 2023 will take place in Zurich, Zagreb and Florence.

During the GA in Zagreb, elections for the Executive Board will take place.

20 Preview 2024

The Executive Board of the EAEA proposes the following themes for next year:

2024: Transforming lives, communities and society